

Document Approvals

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2015/2016 At a Glance



£1000 per month saved on electricity by changing to LED bulbs in the sports hall



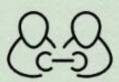
UWE Water Management plan is now publicly available



Anaerobic digestion is now being used to dispose of food waste generated



Reduced chemical use in grounds operations on campus



Increased participation in Sustainability by students



Installation of the largest single roof PV array in the HE sector



11 Electric charging installed on campus



900 cars taken off the road by reducing single occupancy journeys



25% increase in Fairtrade product sales



Four categories won at the EAUC Green Gown awards



















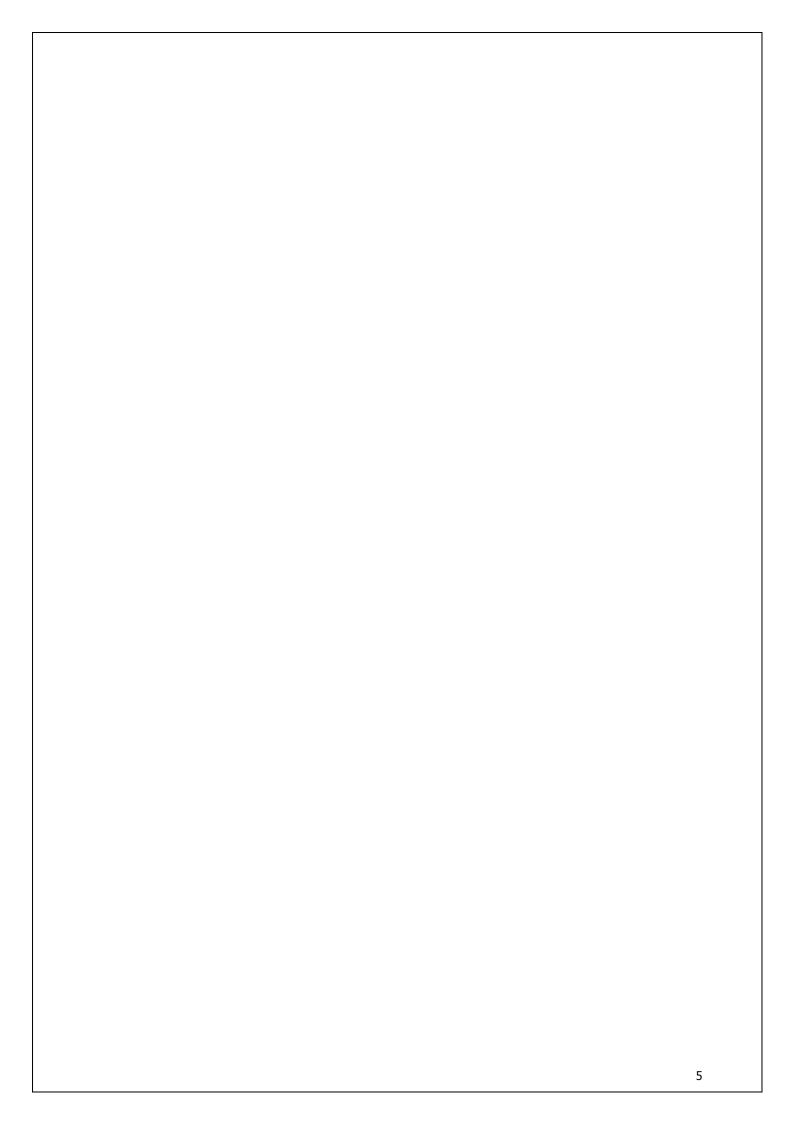








LEARNING AND LEGACY THE ROLE OF EDUCATION IN CREATING HEALTHIER, HAPPIER CITIES EAUC 20th Annual Conference 25th - 26th May 2016



Introduction

This document reports progress towards meeting the objectives and targets set out in UWE Bristol's award winning *Sustainability Plan 2013-2020 'Positive footprint: phase 2'*. The report is separated into sections in accordance with the themes contained within the Sustainability Plan. Each section documents progress within that thematic area as well as drawing out areas where progress has been more difficult and detailing priorities for the forthcoming year.

The plan:

There is a strong student voice calling for action on sustainability, and student demand for institutions to manage themselves more sustainability has consistently been reported by annual NUS surveys. At UWE, the Students' Union "Green Team" has 1,300 members making it the largest society in the Students' Union.

The objectives within the Sustainability Plan respond to this student expectation while supporting the UWE 2020 Strategy core objectives in a number of ways:

- Advancing the health and sustainability of our locality and region
- Contributing to the delivery of ready and able sustainability literate graduates
- Guiding the development of sustainable estate infrastructure.

With a vision to make UWE Bristol valued as a leader, innovator and trusted partner for sustainability, the Sustainability Plan outlines the University's sustainability aims for the period 2013-2020, and defines the mechanisms by which sustainability is embedded within the University's day-to-day operation and effective decision making.

2015/2016 brought about award winning and certifiable contributions to the University's position in terms of sustainability some of which are listed below:

- UWE achieved great success in the Environmental Association of Universities and Colleges (EAUC) Green Gown Awards 2016 with seven submissions being shortlisted for an award.
 - Winner of the Leadership Award Professor James Longhurst
 - Finalist in the Community Award
 - Winner of Continuous Improvement Institutional Change Award for our Sustainability Plan 2013-2020 'Positive Footprint: phase 2'.
 - Winner of the Learning and Skills Award
 - Winner of the Student Engagement Award in partnership with Bristol University,
 - Highly Commended in the Built Environment Award
- Hosted EAUC annual conference 2016.
- ISO14001:2004 environmental management system 3rd year certification.
 - UWE is now in transition to the new 2015 version of the ISO14001 standard, which places greater emphasis on aligning sustainability objectives to core strategies and demonstrating the university's leadership commitment to sustainability.

•	In partnership with the SU@UWE the university achieved the NUS Responsible Futures Accreditation for Education for Sustainable Development Strategic partner and key supporter of Bristol Green Capital 2015 and the Bristol Green Capital Partnership.					

Health and Wellbeing

UWE is committed to a whole university approach to health and wellbeing. We have achieved a great deal in creating and ensuring a healthy and sustainable environment for UWE Bristol students, staff and our wider community. We have tackled and continue to work on a range of issues across the university through collaboration and facilitation focusing on areas such as; smoking (Smokefree initiative and policy development), alcohol and drugs (NUS Alcohol accreditation), healthy and sustainable food, engagement in physical activity, staff health and wellbeing, international student health and wellbeing and collaborative work between different parts of the university e.g. sports centre and the Students' Union, Wellbeing service and the Health Centre, involving the Students' Union in every health and wellbeing initiative. A focus on Health and wellbeing has also been integrated into the UWE prospectus, a pre-arrival survey for students, Welcome Week, Freshers' Fair, the start of year activities, programme inductions and new staff inductions. UWE are now positioned as one of the leading UK Healthy Universities and we hold a place at the table for the UK Healthy Universities Steering Group and host the national meetings on a regular basis.

Implementation

All healthy university work supports strategy 2020 key ambitions and enablers particularly Place: Resources, Estate and Infrastructure. Highlights of the supporting work are:

- UWE hosted the 2016 UK National Healthy University Network meeting. *Strategic Partnerships
- A focus on Mental Health is central to the work of the programme and an action plan developed focused on Mental Health. *Ready and Able Graduates; *Outstanding Learning
- Organised Welcome, Freshers' and start of year activities 2016 focused on health and wellbeing. *Strategic Partnerships; *Ready and Able Graduates; *Outstanding Learning
- Close collaboration between the university and the Students' Union at UWE (SU) catalysed a unique approach to communication via SU and Marketing through more than 30 different channels.
- Workplace Wellbeing Charter first large institution in Bristol to achieve accreditation of all 8 parts of the charter. *Strategic Partnerships; People; *Outstanding Learning
- A regular staff pedometer challenge (2016 involved 98 teams, 490 participants).
 *People;
- Feel Good February (6600 participants in 2016) and Feel Good Focus with different health and wellbeing related focus every month. *People; *Ready and Able Graduates; *Outstanding Learning
- 'Best Collaborative Event' award for the Colour Run at National Student Fundraising Awards 2016. *Ready and Able Graduates;
- Health and wellbeing embedded in structures and processes of the university to enable a range of students to undertake UG and PG health and wellbeing focused projects, dissertations, work experience and internships (including sociology,

psychology, public health, events management, business studies, environmental health). Facilitated 79 UWE student placements including: dissertations, projects, internships over 3 years. *Research with impact; *Ready and Able Graduates; *Outstanding Learning

- Well established Feel Good Champions Scheme (pool of 40 champions). *Ready and Able Graduates; *Outstanding Learning
- Pilot pre-arrival 2016 survey for new students about health and wellbeing (2000 responses). *Ready and Able Graduates; *Outstanding Learning
- A regular one day a week student intern. An additional Active Travel Intern managed by Healthy University Coordinator*Ready and Able Graduates; *Outstanding Learning
- One of second wave universities to take part in the 3 year NUS Alcohol Impact
 Initiative*Strategic Partnerships; *Ready and Able Graduates; *Outstanding Learning
- An active Smokefree initiative challenge involving HUG, Facilities, Unions. *Strategic Partnerships;
- Soil Association Silver Catering Mark 2016 Frenchay campus. *Strategic Partnerships; *Outstanding Learning

Challenges and barriers faced during implementation

- The location of the Healthy University Programme within the structures of the university needs to be finalised with the Directorate to ensure its continued success and impact and secure its staff resource.
- All the work undertaken to date has been supported by a small legacy budget and by contributions from different sections of the university. An ongoing operational budget needs to be agreed with the Directorate.
- Communication of all UWE's Health and Wellbeing work needs more consistent profiling across the university and beyond. Most recent webpage information agreed for staff (https://intranet.uwe.ac.uk/sites/Communications/orgunits/Pages/Health-and-Wellbeing.aspx.

Engagement

Building on UWE Bristol 2015 European Green Capital Year

The rallying cry for 2016 was that that 'It doesn't stop here!' and we have been working to put this into practice throughout the year. Building on the momentum of Green Capital year we have found an increased awareness of sustainability issues amongst staff and students and a willingness to be involved in activities. Building on our increased profile of 2015, 2016 has been notable for partnership working across the board, in particular with the Green team and The Student Union.

Events and activities for all students and staff:

We have worked in partnership to deliver a range of events and activities on all campuses: Big Green week (October), Go Green week (February – included celebration of Bristol European Green capital year), Fairtrade fortnight (Feb/March) EAUC national conference (May) UWE small Green week (June, in support of Bristol's Big Green week), plus various talks walk and tours. In addition, a small-scale food waste prevention campaign, the Student Switch Off campaigns, the UWE's cycling campaign and The Student Union 'Say not to Plastics' campaign were supported.

To communicate our messages events and activities

We have used over 20 different channels from banners posters and screen messages to individual email addresses and face to face. Our social media channels, Green UWE Facebook and Twitter accounts, have shown increased engagement and sign- ups – over 1000 by July – and we have established an Instagram page.

Education for Sustainable Development

As in previous years, the Sustainability team has responded to increased requests for input in to the curriculum from students and staff – for walks, tours, informal talks and presentations and information. We also contributed to the UWE ESD conference (July).

Staff engagement:

Staff have the opportunity to be engaged through all the above UWE communications, events and activities and addition we offer specific staff only opportunities:

- A talk and stall at the Staff welcome fairs run together with our Travel officer for which we have received feedback that the sustainability section is the most enjoyed!
- Our on-line sustainability staff induction
- Our stall at the annual Staff awards (including our Travel Services) in June

We also offer support for staff groups wanting to do more in their areas. In 2015/16, our work has involved in depth work with ITS, Employer Partnerships service, the Library and Hospitality Services.

To support staff and maintain and develop their interest we run a Staff sustainability network which caters to a range of interests and commitment – from those who just want to receive an email through to those who want to take concerted action. This network is growing year on year – in 2015/16 we signed up approximately 115 to add to the 400 already signed up.

Implementation

Challenges of implementation and barriers faced within progress

As stated above there is much energy and enthusiasm for sustainability activities on campus – a key limitation is staff time and resources to support and facilitate this into practical action. , we need more resources to:

- run effective campaigns
- do more proactive work with specific staff groups across campus.

There has been some progress in addressing our challenges and barriers:

- as regards Energy and Water campaigns, the Energy team now has increased capacity.
- as regards the food waste prevention campaigns, The Students' Union have a Residents' officer (post currently being advertised) who can support activity, but we do need to do more.

And we can do more within our existing resources by:

- Using opportunities for student input to our work within their curricula whether
 to contribute to our social media, do surveys, or a work-based learning
 placement.
- Using the ISO process to increase staff awareness and sustainable behaviours.







2016/2017 Actions and Priorities

- To continue 'business as usual' all activities as described above
- To work to get increased resources in particular for our food waste prevention campaign and for our general communications work through student projects, workbased learning etc.
- To maximise Sustainability team input into the curriculum.
- To maximise staff engagement through the ISO 14001 process

UWE Bristol Volunteering

Green Capital Change Makers

Bristol's year as European Green Capital in 2015 provided a fantastic opportunity for UWE students to engage in sustainability-related volunteering throughout the city. We introduced the Change Makers Awards to recognise and celebrate the contribution that students made to the Green Capital year. The awards recognised time spent on sustainability activity through volunteering, or through other forms of engagement such as placements, internships, or curriculum-linked projects. Students who engaged in 7 hours of activity (one day), and who had shared their experience in some way (e.g. through social media or a blog), were eligible for an award. Students who completed 25 hours of activity could receive a Gold Award. In total, during 2015-16, 76 UWE students received a Change Makers Award and 64 UWE students received a Gold Award. Certificates were presented at ceremonies held with the Bristol Green Capital Partnership in February and June 2016.

Volunteering is a fantastic way for students to gain practical skills and experience to complement their studies, boosting their employability, while at the same time having a positive impact on the local community. Below are some examples of projects that students engaged in during the year.

GreenSpace

GreenSpace is a student-led project which helps to develop and maintain the fantastic green spaces surrounding the university. The activities the volunteers undertake include bark

chipping paths, hay cutting, coppicing, wildlife surveys, checking and cleaning or maintaining bird and bat boxes. Students bring and further develop a wide range of skills and conservation techniques, developing an understanding of wildlife and ecological surveys, as well as preservation and management of public green spaces. The project works in partnership with the community groups who look after the local woodlands at Splatts Abbey Wood and Sims Hill Community Woodland.



Thomas Haines and Georgia Merrell, GreenSpace Project Leaders, jointly won the Student Volunteer of the Year award at the Bristol Green Volunteers Awards 2016. 48 students volunteered for GreenSpace during 2015-16.

Green Ambassadors

The Green Ambassadors Project works in partnership with schools and community groups to help teach children in Bristol about the importance of sustainability and how they have the

ability to contribute to a greener city.



UWE students are given support to develop engaging and inspiring teaching and workshops for children. The project offers student volunteers the opportunity to improve their knowledge around the subject of sustainability while also learning more about research and the practical application of teaching and presentation skills. 7 students were involved with the Green Ambassadors project during 2015-16. Watch a

video of Green Ambassadors.

Creative Club

Creative Club is a collaboration between UWE and Milestones Trust, through which vulnerable adults undertake creative projects with support from UWE Bristol students. Milestones Trust is a charity with a 28-year history of offering safe, person-centred support to vulnerable people, including those with learning disabilities, people with mental health needs, and older people with dementia. Our students devise a range of artistic activities for the weekly sessions at Frenchay campus including tie-dyeing t-shirts, making pin-hole cameras, trying screen printing, making coasters and doing collagraph printing. Last year we focussed on sustainability by using recycled materials and creating objects to enable more sustainable living. These included activities such as making canvas bags out of old t-shirts, using recycled plastic bottles to make lanterns and shakers, and making bird boxes. 28 students volunteered with Creative Club during 2015-16. Watch a video of Creative Club

UWE Community Garden

The Community Garden is based at Frenchay Campus and over the course of the year 9 Action Days were organised to involve more staff and students in gardening and growing fresh, organic produce. This has included constructing, planting and harvesting new beds, planting fruit trees, installing a new accessible route into the garden, and starting to create a seating area. Over 70 students were involved over the year, as well as numerous UWE staff.

Skills Bridge

Skills Bridge is a website developed as part of the HEFCE-funded Green Capital: Student Capital project. Skills Bridge aims to make it easier for organisations and groups across Bristol to connect with both Universities in Bristol on Student-Community Engagement projects. This includes businesses, social enterprises, schools and colleges, local authorities, charities and community groups. The website provides a showcase of successful student engagement projects, and a call to action for organisations inspired by these projects to engage with the universities to create more opportunities for our students.

2016/2017 Actions and Priorities

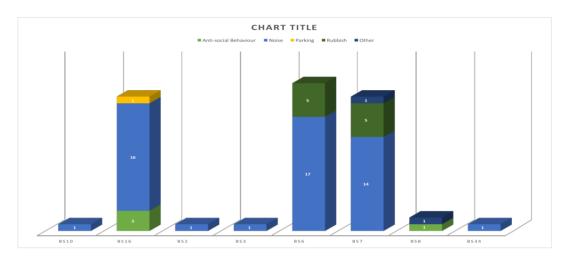
UWE Volunteering has been restructured during summer 2016, and is now a smaller team within Employability and Enterprise more focussed on brokering opportunities to deliver particular employability outcomes for students.

- Handover of GreenSpace and Community Garden projects to the Students' Union to ensure their continued development as student-led projects.
- Embedding the Change Maker Awards as an integral part of the UWE Bristol Futures Award.
- Launching a new Sustainability Award within the Celebrating UWE Talent Awards.
- Developing Skills Bridge, in partnership with University of Bristol and the Bristol Green Capital Partnership, as a tool to source new partnerships which will create engagement opportunities for students.
- Continue to broker sustainability-related volunteering opportunities with external
 organisations through InfoHub. Key selections that will be attractive to students are
 highlighted through UWE Volunteering's top picks in environment, conservation and
 sustainability, and promoted through the volunteering e-bulletin and targeted
 promotions to faculties.

Community Liaison

Community Liaison (C.L.) works primarily off campus with students and residents in private rented accommodation to build and maintain good community relations. C.L. also works in partnership with statutory and voluntary organisations across Bristol and South Gloucestershire as well as the University of Bristol and both Students' Unions to give help and support to students as well as dealing with level one complaints from residents.

Complaints over view 2015/16.



A challenge in dealing with complaints professionally and expeditiously is the unreliability of the ISIS database due to the fact that it is not mandatory for students to register their term time addresses only voluntary and this means that on numerous occasions students at a complained about address cannot be identified and this leads to delay in dealing with the complaint promptly which in turn reflects badly on both C.L. and the University. C.L. This problem has been flagged by C.L. and is being looked into but not given high priority as yet.

Partnerships, connections and networks.

C.L. @ UWE has established numerous partnerships, the first being the Bristol student community partnership (BSCP) formed in 2012. This partnership, made up of both Bristol Universities and Students' Unions as well as the Police, Bristol City Council officers and Councillors seeks to promote and support positive community cohesion between students and non-students in Bristol. (See BSCP attachment)

The BSCP action plan and priority for 2016/17 is supporting students in private rented accommodation. (See attached plan)

Partnership campaigns

The partnership focuses every year on a moving in campaign for students and a moving out campaign. Both seek to help and support students whilst being proactive in addressing and dealing with key non-student resident's complaints and worries. The moving in campaign has been branded 'Love where you live' and has a web site www.lovewhereyoulivebristol.co.uk and also a booklet which is used whilst door knocking and talking to students from both Universities right across Bristol. (some 1200 houses door knocked this year with 92% spoken to- others information posted through letter boxes) Booklet attached to email.

The moving out campaign is branded The Bristol Big Give. (See attached report) Each year this campaign saves tonnes of rubbish from going to landfill and helps to raise hundreds of thousands of pounds for Charity in Bristol and Nationwide.

Partnership projects

C.L. worked in partnership with Bristol City Council waste department to help increase food waste and over all recycling rates in pilot areas of Bristol where there were high percentages of students in private rented accommodation.

Student Community Reps

The Community Liaison Manager worked with the Students' Union to successfully bid for funding for student community reps. 2015/16 saw the first year of the Reps and 4 were established in post. The student reps scheme helped engage with the 20/20 core priorities. Ready and able graduates and people. The scheme can be used as part of the Bristol Futures award and helps to stand the reps apart from other graduates through their extra curriculum work. In 2015/16 one of the Reps was successful in gaining a graduate place with JP Morgan and JP Morgan stated specifically it was the Reps role which helped enormously in giving the applicant the edge over other similar qualified students. A glowing success story. 2016/17 sees 6 student community reps in post and engaged in community work to help and support students whilst helping to build and maintain good community relations.

Social value projects Bower Ashton and Frenchay

C.L. is working in partnership with Wilmott Dixon (Bower Ashton) and Grahams (Frenchay) to look at social value projects which engage both students and local communities to enhance the experiences of both.

Sports, health and community liaison

C.L. work in partnership with the centre for sport to put on a Family Fun Day each year to engage with local communities and to help widen participation amongst local children (8-13 years). Students run the day and the experience helps towards their C.V and employability.

C.L. also works with both the Healthy University group to engage students in healthy activities (this being part of the C.L. 2015- 20 strategy) as well as Wellbeing and welfare to help support students in private rented accommodation.

Education for Sustainable Development (ESD)

Strategic alignment and the student experience

<u>UWE's Strategy 2020</u> sets out the institution's ambition to be global in outlook and approach, recognise its existing active contribution to development of the Bristol city-region and the South West and articulates its values of ambition, innovation, connection, enablement and inclusiveness. We are committed to ensuring that our graduates are ready and able to realise their full potential; well equipped to make a positive contribution to society and their chosen field of work or further study; and primed to play their part in developing a sustainable global society and knowledge economy. Our Graduate Attribute Framework further ensures that our students develop a sense of global responsibility and a future-facing outlook during their time at UWE. ESD is an ideal vehicle for bringing together people and place for the achievement of these objectives.

Implementation

ESD knowledge, skills and experience opportunities in all UWE degree programmes

Two key achievements during 2015-16 provide evidence of our successful progress towards meeting this objective:

- 1. <u>UWE's successful Responsible Futures audit</u> demonstrates excellent levels of achievement against more than forty criteria relating to ESD provision.
- 2. Our working relationship with the SU at UWE in relation to sustainability has been strengthened this year and is an asset in achieving our ESD ambitions.





UWE's Responsible Futures audit team with NUS Senior Sustainability Project Officer, Quinn Runkle.

External profiling, research and KE

UWE's external profiling in relation to ESD has been significantly enhanced during 2015-16. <u>UWE's contribution to Bristol's year as European Green Capital</u> was externally acknowledged to be 'outstanding'. UWE co-hosted an <u>international ESD Conference</u> in September 2015 and hosted the <u>EAUC Annual Conference</u> in May 2016. Both of these events provided us with platforms for showcasing the huge volume of ESD and more general sustainability research and activity which UWE undertakes.



Furtherkey ESD headlines from 2015-16

- Whole Earth? Exhibition and <u>UWE response to the Whole Earth? University Challenges</u> through a collaborative project with the SU@UWE
- Baseline analysis of the Sustainable Development Goals and UWE
- Green Gown 2015 finalists in the Student Engagement category and the Learning and Skills category (ESD videos produced to accompany Green Gown Award submissions: Green Gown 2015 finalist film "Raising the Baseline" and "Green Capital Student Capital".
- Our Green City MOOC ran with more than 1000 enrolments, funded by a Strategic Grant from Bristol 2015
- Further enhanced the institutional communication of ESD information by close working with Internal Communications and through the refreshed ESD web pages

Challenges and barriers to progress

Key challenges and barriers to achieving the overarching ESD aim of ensuring that a sustainability culture permeates our curriculum, research and the knowledge base of our staff and students are that:

- Scale of co-ordination required for effective institution-wide action is beyond the resources currently allocated to the task.
- Multiple internal and external frameworks, agendas and initiatives have led to complex action and reporting requirements, in relation to sustainability and responsibility but also more generally.
- Lack of consistency between institutional policy commitment and staff behaviour with regard to sustainability.

How can challenges and barriers be addressed?

Actions which would contribute to addressing challenges and barriers include:

- Coordinated devolving of responsibility for ESD across the institution, supported by meaningful human and financial resource.
- Ensuring the performance management and support processes address lack of staff engagement in supporting the institution's sustainability agenda.
- Ensuring consistency of behaviour across the institution with regard to sustainability behaviour.

2016/2017 Actions and Priorities

- Further development of the working relationship with the Students' Union, specifically ensuring ESD engagement with new officers.
- Implementation of the recommendations from the Responsible Futures audit report, in conjunction with SU at UWE and commencement of planning for Responsible Futures reaccreditation.
- Review and revision of ESD KPIs and targets as part of the Sustainability Plan mid-point refresh.
- Utilise the UN Sustainable Development Goals to engage staff and students in curriculum review and mapping exercises.
- Focus on opportunities for students to gain ESD skills and experience, linked to work on Graduate Attributes and other strategic programmes.
- Extension of Living Laboratory work into the city region.
- Continued engagement with the Bristol Green Capital Partnership, including via Skills Bridge.

Sustainable Procurement

Sustainability continues to be embedded throughout the procurement process. Our strategy is to work towards sustainable, green procurement and where appropriate, tender evaluation criteria shall include sustainability and ethical procurement.

As in previous years we continue to look for opportunities to switch to more sustainable products where cost effective and practicable. Sustainability continues to be a standard

agenda item at contract review meetings offering regular opportunities to review existing contracts with views for improvement.

The University's Sustainability Strategy covers the period from 2013 to 2020 and contains the following objectives covering sustainable procurement:

- Year on year reduction in the Carbon footprint of goods & services purchased
- Target high sustainability risk suppliers to obtain a CIPS Sustainability Index score
- An increase by percentage value of local, SME and Fairtrade goods & services
- Supplier engagement in collaborative performance improvement
- Completion of lifecycle analysis for all significant tenders

It is the aim of the strategy to achieve a 30% absolute reduction of the carbon footprint of the UWE supply chain based on our 2011/2012 baseline figure of 67,427 tCO2e. 2016 is the mid-point review for the Strategy where we will take stock of our performance against the original targets and update these where appropriate.

Implementation

General sustainability activity continues with sustainability embedded within tender evaluation criteria where ever appropriate and this process has helped the University to retain ISO14001. We have 85 suppliers with a CIPS CSI rating.

In July 2016, UWE was re-certified with ISO14001:2004. A number of areas around sustainable procurement were audited in order to gain this certification. UWE is now going through the transition to the ISO14001:2015 standard. The revised standard provides a framework for UWE to focus upon sustainable procurement and whole life cycle costings as a part of the environmental management system.

Summary

85 suppliers with CIPs CSI rating

Support of the ISO14001:2015 transition

63% of non-pay spend is within a 50-mile radius of the University

An increase in CO₂e scope 3 emissions from procurement

'Introduction to purchasing' elearning module has been developed

Continued support provided to masterplan projects

Travel modes; rail and air have had significant changes in cost and distances travelled

Challenges

Reduced resources within the service

Engagement and raising awareness within the University to embed sustainable procurement

Understanding scope 3 emissions

Consistency of whole life costings approach within supply tenders

Procurement of sustainable IT equipment

In terms of local economic sustainable impact, we can now identify that 63% of our non-pay spend is spent within a 50-mile radius of the University. This equates to over £81m being spent in the local economy. This is instrumental in supporting the 2020 strategy.

Ethical Procurement

Since 2014, the Chartered Institute of Purchasing and Supply (CIPS) have encouraged their members to undertake additional training and certification in Ethical Procurement and Supply in light of recent supply chain issues that have had exposure in the media in recent months. The Head of Procurement, Purchasing & Contracts Manager and Purchasing & Contracts Officer have completed this additional CIPS certification.

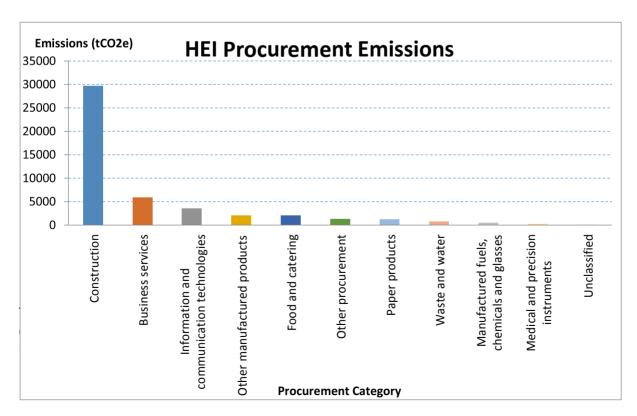
Flexible Framework

We routinely code suppliers based on their environmental risk and hold this information in Agresso along with any formal accreditations they may have. We continue to work on an action plan issued by EAUC to progress the University to levels 4 and 5 of the Flexible Framework.

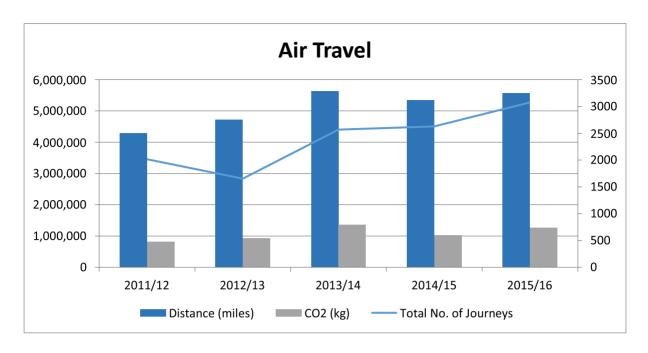
Procurement Carbon Emissions

We have been supporting the carbon emissions inventory project which will provide various carbon data and an inventory that can be used in the future. Progress has also been made with the HEFCE Scope 3 Emissions project which aims to measure the HE sectors wider procurement carbon emissions using the TBL2 economic model of carbon foot printing. The spend data for 2015-2016 shows UWE's Scope 3 emissions as 56,131 tonnes CO_2e compared to 53.801 tonnes CO_2e for

2014-15. There is a slight increase which can easily be attributed to the masterplan projects.



Total cost of rail travel (via the approved agent) during the period was £273,607, an increase of £7,840 in value, and a decrease of approx. 2.4% in distance equating to 15,004 fewer miles.



Total cost of air travel (via the approved agents) during the period was £680,871 compared to £660,481 the previous year. This is an increase of approx. 3% by value and 4% in distance whilst at the same time the number of journeys has increased by 17%. Average journey distance has therefore decreased by 11% compared to the previous year from 2,031 miles to 1,809 miles.

Total cost of rail travel (via the approved agent) during the period was £273,607, an increase of £7,840 in value, and a decrease of approx. 2.4% in distance equating to 15,004 fewer miles.

The Purchasing Team has developed an Introduction to Purchasing e-learning module which is available to staff and is part of the Learning and Development Centre e-learning. The module will shortly be made available for students to access.

FBL

 We are also supporting academic procurement colleagues with the development of a Procurement network (PIPEN) for a SPP Regions European project

"To create markets for new, energy efficient and renewable energy technologies and solutions in the European public sector, by increasing the skills, capacities and willingness of public authorities to procure the best available sustainable energy products, buildings or services."

City Campus / Bower Ashton

 An extensive Student Value Action plan has been drawn up with Wilmott Dixon and the ACE Faculty, to ensure the project adds value in a significant number of areas, including students filming the progress of the building and using waste site materials for artistic reuse.

Challenges and barriers faced during implementation

- Key members of staff have left the university leaving reduced resource in certain processes and expertise areas; in particular, sustainable procurement. Ensuring staff within the Purchasing and Procurement team and the wider University continue to develop competency around sustainable procurement.
- Ensuring that non-compliance to procurement procedures including EU regulations do
 not occur due to late engagement of procurement and sustainability staff throughout the
 organisation; work is ongoing to ensure tender processes confer with sustainable
 procurement principles embedded within the Sustainability Plan.
- Raising sustainability awareness within the University through development and rolling out of procurement training (with sustainable procurement element).
- Improving the understanding of carbon emissions data to increase confidence in reporting. Specifically Scope 3 emissions from travel and supply chain.
- Ensuring all relevant staff and suppliers have a clear understanding of the meaning of sustainability in the context of the services provided.
- Ensuring adequate and consistent use of whole life costings approach within relevant supply tenders
- Engagement of IT services to implement the procurement of sustainable IT equipment

2016/2017 Actions and Priorities

- Rail travel provision is being reviewed along with UWE Bristol's other travel arrangements
- Develop further understanding of the sustainability risks to the university within the supply chain
- Initiate third party audits of suppliers as part of environmental management system internal audit programme, covering areas of high sustainability risk
- Develop e-learning module for all university buyers and promotion of uptake
- To ensure compliance to the modern slavery act by continuing to request statements from suppliers, along with a description of steps that they have taken to ensure that their supply chains are slave free.
- To address the gap in resources in regards to sustainable procurement
- Working to the ISO 20400 sustainable procurement framework
- Ongoing consistent monitoring of uptake of sustainability within our supply chain
- Use of sustainability procurement mechanisms to inform targeted supplier engagement in the context of the services provided

Carbon Management

The 2008 Climate Change Act commits the UK to a carbon reduction target of 80% by 2050 (1990 base), with an interim target of 34% by 2020 set in the 2009 budget. The Committee on Climate Change has recommended the 2020 target be raised to 42%, Since 2011 HEFCE capital allocations have been linked to scope 1 and 2 carbon reduction, and UWE has been set a target by HEFCE of 22.5% absolute reduction by 2020 (2005 base).

The aim is to achieve a continual reduction in the carbon footprint of the University in line with the Carbon Management Plan.

Implementation

Sports Hall and Squash Court LED Lighting installation

Over Christmas 2015, the Sports Hall and Squash Court lighting in the sports hall and squash courts was replaced, and smart controls put in place. 182 fittings (each containing 4 x 55W lamps) were replaced with 97 fittings housing 108W or 48W LEDs. In addition, full controls have been installed including motion sensors to ensure unused space remains unlit, and a user-friendly booking system allows staff to light space for the time necessary, and at a lighting level

over £1,000/month.



appropriate to the activity. Monthly electricity savings of

Before installation



After installation

Summary

Installation of LED lighting

Installation of a large array of photovoltaics on Frenchay campus

Steps towards carbon neutrality were made

Scope 1 and 2 absolute reduction off track with a 25.25% increase

Scope 1 and 2 relative reduction on track with a 53% under baseline figure

Scope 3 emissions are 133,515 TCO2/yr (inc. construction)

Challenges

Team resourcing due to maternity leave

Regaining track on projects

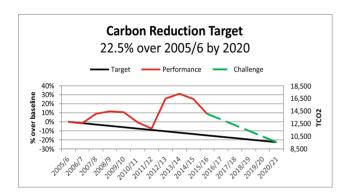
Staff knowledge and experience issues due to a new term time contractor being appointed

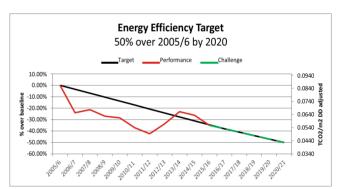
Additional activities in 2015/16

- 450kWp photovoltaic (PV) array installed in the summer of 2016 on the roof of T-Block as part of the UWE Enterprise Zone (UEZ) refurbishment project
- Thermographic and Drone condition survey of Glenside Campus
- · Recommissioning of Student Village heating controls

Progress towards the targets of each Faculty and Service operating to a carbon budget and being on track for a carbon neutral campus by 2040 are progressing with the following in place:

- UWE Energy Team have now launched the Carbon Action Project which will work with faculties and service delivery areas to monitor and report on their carbon impact, and subsequently identify energy saving projects. This project will roll out across the organisation for 2017/18.
- Steps towards carbon neutrality through major Photovoltaic installation and further work on demand management.





Progress towards 2020 targets

For absolute reduction for scope 1 and 2

16, 753 TCO₂/yr: 25.25% **over** the 2005/6 baseline. This increase shows we are not on track for the 2020 target and are likely to miss the 2016 interim target. A review has been carried out of the targets and the projects planned, and the 2020 target is still considered appropriate and achievable

For relative reduction for scope 1 and 2 40.2 kg CO₂/m² (weather adjusted to 2001)

-53% <u>under</u> the 2005/6 baseline. This shows we are on track for the 2020 target, and likely to exceed our 2016 interim target. It is proposed that this target is re-baselined to the 2005/6 year to match the Absolute Carbon Reduction Target baseline year.

Set baseline for all four areas of scope 3 emissions by 2014 revision of our Carbon Management Plan

The 2015-16 performance shows that the Scope 3 emissions are:

construction), or 5.42TCO2/yr per capita (FTE Staff and Students).

133,515 TCO2/yr (incl construction) and 117,649 TCO2/yr (excl construction).

This is split down as follows:

Procurement = 63,980 tCO2e with construction (excluding construction 48,114 tCO2e.)
Water = 218 TCO2e
Sewage (wastewater) =111 TCO2e
Waste = 69,026 TCO2e
Student Commuting = (26.1 (bus) +37.9 (car) + 0.1 (motorbike)) = 64 TCO2e

Staff Commuting = (1.2 (rail) + 5.7 (bus) + 107.8 (car) + 1.3 (motorbike)) = 116 TCO2e

Including this with the Scope 1&2 emissions gives a total of 150,268 TCO2/yr (incl

10% of the University's electricity, and 5% of the University's gas consumption to be generated from on, or near, site low or zero carbon technologies by 2020

<0.3% electricity consumed on site in 2014/15 was generated by on site renewables. This was the R Block, Sport, WPR 1 and Bower installations.

0% gas equivalent consumed on site in 2015/16 was fuelled by on site renewables. This is due to biofuel boiler in R block (phase 2) being currently out-of-service. Due to be brought back into service in the summer of 2016.

Challenges and barriers faced during implementation

The 15/16 year was challenging for the Energy Team in terms of resourcing as there have been two key members returning from maternity leave. However, quick and impressive progress was made in reengaging and we had two major projects delivered (sports hall lighting and solar PV at T-Block), and significant strategy and planning for 16/17 implementation of projects. There continues to be good support from Procurement and Finance, and the 16/17 project budget for energy projects has already been allocated.

The new maintenance term contract was appointed from April 2016 and this brought some challenges in terms of staff knowledge and experience moving from one contract to another. This impacts the carbon management in terms of meter reading data collection, as well as general operation and maintenance of the estate to achieve high energy efficiency.

2016/2017 Actions and Priorities

- LEDs for external lighting near S-Block, and LED for remaining internal areas in the sports centre
- Major Solar PV installations on T-Block and gas-CHP for district heating network
- Focus on heating controls strategy for new and existing student accommodation
- Comprehensive sub-metering strategy for Glenside Campus

Water Management

Water shortage due to falling water reserves and higher demand, the carbon footprint of water supply and the social and economic impacts associated with water supply all require UWE Bristol to take action to reduce the consumption of supplied water. By using less water, the University will save money on water supply costs, on wastewater disposal charges and the energy used to heat hot water that may be wasted. With the aim to reduce the use of supplied water

Implementation

A new UWE water management plan has been completed, approved and now publicly available. The plan includes benchmarking UWE against other universities and sets targets for reduction

 $\frac{\text{http://www1.uwe.ac.uk/about/corporateinformation/sustainability/policiesplansandtargets.as}}{\text{px}} - \text{Water management plan 2013-2020}$

Additional activities in 2015/16

- Trial of Water descaler technology to improve heating efficiency at Student Village
- Estates facilitation of UWE Water Research Team projects in the Student Village and new student accommodation
- Working with Water Matters consultants to carry out leakage surveys of Frenchay Campus already identifying significant opportunities

Reduction in absolute water use from the supply network

Absolute supplied water usage: 326,246 cubic metres (50% increase over baseline of 216,833 cubic metres)

NB. Not including Arnolfini

Reduction in relative water use per student FTE; Target of 20% relative reduction in supplied water use by end of 2019/2020

Relative supplied water usage: 11.76 cubic metres/FTE student (48% increase over baseline of 7.9 cubic metres/ FTE students). NB based on 14-15 FTE as 15-16 not yet confirmed.

Challenges and barriers faced during implementation

The 15/16 year was challenging for the Energy Team in terms of resourcing as there have been two key members returning from maternity leave. However, quick and impressive progress was made in reengaging and the new Water Management Plan was completed. There continues to be good support from Procurement and Finance, however significant time needs to be invested in increasing our understanding of water usage on the estate, and identifying projects.

The new maintenance term contract was appointed from April 2016 and this brought some challenges in terms of staff knowledge and experience moving from one contract to another. This impacts the carbon management in terms of meter reading data collection, as well as general operation and maintenance of the estate to achieve high energy efficiency.

There are currently no plans within the masterplan to address sustainable urban drainage system such as rainwater harvesting, grey water systems and habitat creation

Currently UWE are off track for meeting the 2020 water reduction targets, however with increased water sub metering information being collated over the coming year, we aim to be in a stronger position next year for confirming how the targets will be met.

2016/2017 Actions and Priorities

- Recommission of rainwater recycling system on R block phase 1
- Use of metering to reduce water leaks and identify source of leaks quickly
- Comprehensive sub metering across Frenchay, Bower and Glenside campuses.
- Use of water specialists to carry out surveys to inform water management strategies
- Analysis of water consumption at Astroturf

Campus Development

During the life of the Sustainability Plan the University will progress with the development and delivery of campus master planning. Sustainable campus development is critical to the long term sustainability performance of the University. With the aim that Sustainability will be included from the outset in all construction, refurbishment and landscaping projects utilising smart design, innovation and procurement to address all relevant aspects of sustainability described within the Sustainability Plan and human and social impacts, climate change mitigation and adaptation.

By 2020, at least one new building on the Frenchay campus

- to be designed to zero carbon
- to report on the embodied carbon of construction

Implementation

Campus development activity increased substantially during 2015/ 16 and consistent with the desire to create green, pleasant, healthy and sustainable campuses, a number of projects have either been completed or are in progress which are improving the overall condition and functional suitability of the University Estate.

This includes:

- Business Case for a 1.2MWe gas Combined Heat and Power project approved by the University. Consultant Team engaged and scheme being developed which when implemented will enable approx. 1,100 T/CO₂ to be abated
- Business Case for a 450kWp Solar PV array approved by the University. Project now installed, commissioned and generating electricity. Approx. 200T/CO₂ will be abated
- Heat Network study Feasibility ongoing with other partners including South
 Gloucestershire Council, MoD and NHS North Bristol for a wider district heat network
- T Block Substantial investment into the worst energy performer on the Frenchay Campus has created the first University Enterprise Zone, which is now operational. Works included the replacement of the roof and all internal services
- As part of the Student Accommodation programme, Phase 2 has delivered 203 bed spaces. The residual 358 will be delivered by April 2017. Sustainable design features include comprehensive metering and BMS, water flow restrictors, dual flow devices and lighting design linked to movement sensors
- The new Film and Media Building at Bower Ashton and Bristol Business School at Frenchay are currently within the construction stage and both schemes are following BREEAM principles
- Masterplanning for the new sustainable Transport Hub and proposed North to South Greenway continues
- Construction of a new cycle Hub adjacent to P Block at Frenchay is complete
- Funding received for new 8 bay Electric Vehicle Charging Hub
- A review of the space vacated by the new build programme at Frenchay has taken place, with opportunities identified to improve the condition, functional suitability and adjacencies identified.

 A number of discussions have taken place to assess the potential for the development of a zero carbon building on the Frenchay Campus site. These discussions continue.

Additionally, as part of the Transport Hub project, consideration will be given to assessing if any associated building could be designed to zero carbon. Funding has been received to provide a new 8 bay Electric Vehicle Charging Hub on the Frenchay Campus and the potential for incorporating this as part of the Transport Hub scheme is taking place.

The University has approved 2 business cases within the year which will have a substantial impact on its Carbon Reduction Targets. These being the Combined Heat and Power and Photovoltaic Array projects, which will abate $1,100 \text{ T/CO}_2$ and 200T/CO_2 per annum respectively.

Progress towards the 2020 targets

All new buildings and significant refurbishment projects to be assessed against BREEAM standard and costs and benefits of acquiring Excellence status to be explicitly considered

Overall performance against BREEAM standards has varied amongst projects and this metric is currently being reviewed as part of the Mid-Plan Review.

T Block – The refurbishment of T Block is mostly complete, with the University Enterprise Zone component handed over. Although, the refurbishment project did not follow the BREEAM process, the entire services installation has been removed and replaced, along with a new roof which will increase its thermal performance. Energy performance is being monitored to enable comparison with pre-Works levels.

Wallscourt Park Phase 2 – The first tranche of units has been handed over, with the balance due by April 2017. The design has been specified to BREEAM Excellent, and the principles of BREEAM are being assessed by UWE's Energy Manager.

Bristol Business School – Due for handover during January 17', the design has been developed to target BREEAM Very Good, and the principles of BREEAM are being assessed by an external BREEAM consultant.

Bower Ashton Building 1 – The 'principles' of BREEAM are being followed and good passive design features are being adopted along with energy requirements being minimised through services design. The scheme commenced on site during May 2016 and will be completed by June 2017.

Bower Ashton Building 2 – Currently at Developed Design stage for second building as part of the Bower Ashton Masterplan. A full BREEAM certification will not be carried out however the general principles have been established. Start on site projected to be September 17'.



Completed projects to exceed by 5% Building Regulations Part L2A targets for carbon emissions

Bower Ashton Building 1 and the Bristol Business School are expected to provide more than 5% betterment.

T Block – A new roof with upgraded insulation has been installed to meet current Building Regulation Part L levels. The rest of the building fabric (i.e. walls/ windows) do not form part of the Works.

PV-450kWp Solar PV array installed, commissioned and generating electricity. Approx. $200T/CO_2$ will be abated and it is the largest single roof-mounted PV array installed in the HE sector.



Wallscourt Park Phase 2 – The scheme will include highly efficient boilers, comprehensive metering and BMS, water flow restrictors and dual flow devices and lighting design linked to movement sensors. It is anticipated that a 1% betterment in Part L will be achieved and that carbon emissions will be 20% better than benchmark for similar accommodation. Passive design features include higher specification glazing and good daylighting.

New buildings to perform to within 20% of energy efficiency of design prediction by utilising a soft landings champion and an independent commissioning agent

A comparison of actual vs design energy use is being carried out by the Energy Team. The analysis will indicate firstly, whether the buildings are performing as intended and secondly, whether the methods of predicting energy use are appropriate.

The Sustainability Plan Campus Development theme is likely to be adjusted as part of the Mid Term Review, to specifically request that CIBSE TM54/39 guides are utilised to produce

design stage predicted energy use models to enable comparison during the post-occupancy period. Also, BSRIA soft landings principles are to be adopted for major schemes as a minimum, incorporating a soft landings champion, an independent commissioning agent and 18 months' post-occupancy support (including thermographic imaging during suitable heating period within 6-months of completion).

All significant landscaping projects to achieve CEEQUAL Very Good preassessment rating

Landscaping Works undertaken to date have been as part of other Works. The Transport Hub project is developing with the feasibility exercise almost complete. The project will be reviewed for potential assessment against the CEEQUAL standard.

Space utilisation improvement of 5% by 2020 (base 23%)

Emerging thoughts are that campus development should not be driven by a space utilisation figure and that instead student experience of the space must be the priority. This therefore makes a higher space utilisation metric more difficult to achieve. It is likely this metric will be adjusted as part of the Sustainability Plan Mid Term Review.

A detailed review of the accommodation vacated by FBL has taken place and is informing the masterplan strategy, with opportunities identified to improve the condition, functional suitability and adjacencies.

Measurement of operational carbon footprint/m2 of completed construction and refurbishment projects of value £0.5m+ for 1st year following completion

Ongoing monitoring of gas, electric and water usage is taking place for Wallscourt Park Residences, Bower Ashton refurbishment, Students Union and T Block. Following this monitoring, issues are being identified, and improvements are being investigated



Challenges and barriers faced during implementation

Programme Pressures – The Campus 2020 Strategic Programme remains over committed and there remains significant pressure on capital resources. Prioritisation of resources towards projects which have a greater impact on the Universities main Strategic Outcomes will need to take place.

Sustainability Targets within Campus Developments – It is felt that some of the Targets within the current Sustainability Plan do not best fit the Universities current needs. These are currently being reviewed as part of the Sustainability Plan Mid Term Review.	
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Waste, Emissions and Discharges

2015/16 saw a continuing focus of effort at the upper end of the waste hierarchy: in reusing and preventing waste from arising. We have been segregating certain materials like old analogue phones, computer keyboards and mice and sending them to the Bristol Children's Scrapstore. Our new pro-active office declutter service (prior to large scale office moves) collects materials in a more sustainable manner and helps staff clear offices. For example, office stationery, such as lever arch files are collected separately now and where we can we give these to students. Our furniture reuse service continues and has saved around 20 tonnes of material from disposal and more than £80,000 in avoided procurement and waste disposal costs.





Implementation

The year began with a trial project to canvass students living in the largest UWE residential courtyard, Brecon Court. This involved training four student community reps to doorknock first year students, to help them understand how best to manage their waste, and the benefits to them of food waste prevention.

Food waste collected is now being sent for anaerobic digestion at Geneco in Avonmouth. Geneco is an organic waste treatment facility which generates bio-methane, which has been used to power a bus in the Bristol region.

We again worked on the award-winning collaborative Big Give campaign with University of Bristol, both students' unions, Bristol City Council and British Heart Foundation. This year 630 bags (approximately 5000kg) of donated items were collected from UWE campus locations.



Summary

Food waste is now being sent for anaerobic digestion at Geneco in Avonmouth.

Continued move towards higher recycling and reuse rates.

Successful Big Give campaign, diverting left behind belongings for sale in BHF charity shops.



Challenges

Temporary loss of timber recycling skip.

Reduced storage for furniture reuse project.

Resource management within the supply chain.

Over the previous five years there has been a steady rise in the proportion of material sent for recycling, as opposed to final disposal, but 2015/16 saw a drop in both recycling rate and reuse quantity. This is thought to be due to three main factors:

- the impact of construction works on waste management operations (temporary loss of timber recycling skip, soft plastic recycling skip and impacts on furniture reuse scheme),
- increasing number of students living in halls on campus recycling performance averages 40% in halls compared to 63% elsewhere,
- reduced proportion of material recycled at the mechanical biological treatment plant (where UWE's general waste is sent).

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Total waste (inc C&D*, tonnes)	1652	1836	1796	1882	21485	Not
						available
Total waste (exc C&D, tonnes)	1582	1764	1642	1524	1822	1278
Disposed (landfill &	833	870	718	596	689	107
incineration)						
Energy recovery						397
Recycled	749	894	924	928	1133	775
Recycling rate	47.3%	50.7%	56.3%	60.9%	62.20%	60.6%
Recovery rate						91.6%
Material reuse, tonnes	3.5	1.2	18	65	64	39

To make its on-site waste management operations more sustainable UWE has also taken on a new electric buggy to help with the collections of materials. Using the buggy will directly replace journeys that would otherwise be made using a diesel transit van.

Challenges and barriers faced during implementation

The transition from managing waste to managing waste as a resource is a significant challenge. Focusing on waste reuse and prevention requires an entirely different approach than when managing waste meant placing bins in the right place. The latter effort is still important alongside the associated communications; but to really reduce waste quantities we will need to engage a wide set of staff and students and introduce organisational as well as individual behavioural change.

This is a difficult task, with challenges around finding the staff resources to make waste prevention and reuse happen. Training, instruction and workshops will be required within certain prioritised university departments, along with monitoring and measurement programmes to show the benefits of waste prevention. We have trialled Chartered Institute of Waste Management (CIWM) *Waste Smart* training, and will be exploring it further as an opportunity we can adapt to suit the context of the university.

Although recycling bins have now been rolled out across all parts of the estate, further work is necessary to communicate the correct recycling instructions to staff, students and other campus users. We will continue efforts to improve on-bin signage and posters, whilst also investigating other means to communicate the required information.

Sustainable waste management has faced certain practical challenges this year, with the proximity of the waste compound to a major campus development project. This has resulted in the temporary loss of both the timber and plastic film skips, both of which divert these materials for recycling. The furniture reuse warehouse has also been significantly reduced in its scope of operation due to the building works. These issues will be addressed once the building works are complete early in 2017.

2016/2017 Actions and Priorities

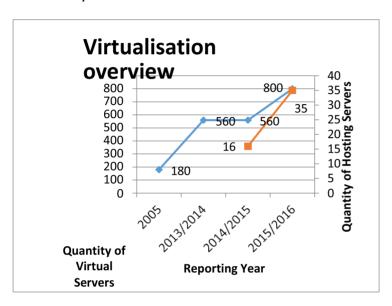
- Reduction of single use beverage cup usage from bars and coffee outlets
- Trial food waste collection from communal areas
- Resource Management Plan 2020
- Retender of hazardous waste and confidential waste services
- UWE will lead on the partnership Bristol Big Give campaign
- Investigate feasibility of repair workshop in T Block Facilities Service Area
- Investigate feasibility of "repair cafes" targeting student & staff personal items
- Development of waste prevention workshops
- Further improvements needed to recycling provision, information and signage

Green IT

UWE Bristol's position in relation to green IT best practice in reducing the impact on the environment by reducing energy usage by IT infrastructure within the organisation is on target or making good progress towards the targets set within the Sustainability Plan 2013-2020.

Implementation

We have implemented the most cost-effective solution for UWE and have virtualised as much as possible for the UWE environment. We have 16 VMWare hosts and 16 Hyper-V hosts. They host a total of 800 virtual servers.



Efficiency of the data centre power usage efficiency target still meets the 2020 target of 1.4 for servers and the implementation of a new Storage Area Network (SAN) solution will reduce the energy consumption of storage. The move from mechanical spinning disk to flash disk removes a considerable power draw.

Progress has been made in regards to asset management as all assets are recorded through an asset management system and all identified obsolete items have been removed from service aiding in the reduction of maintenance and improving standardisation.

All redundant IT equipment is disposed of in accordance with the Waste Electrical and Electronic Equipment Directive (WEEE Directive) and additional kit e.g. telephones, keyboards and mice is via the use of the charity Children's 'Scrapstore' Bristol who recycled safe unwanted equipment to aid in childrens' creative play in various locations.

Currently working with suppliers to introduce reuse and recycle arrangements for redundant network equipment.

Summary

Data centre power usage efficiency target still meets the 2020 target of 1.4 for servers

Asset management system is now in place

Specific Procurement training provided for IT by procurement

Redundant items are recycled in accordance with the WEEE directive or direct to reuse charities

Cost and energy reduction methods have been implemented for example Verdium and a storage area network

Working alongside Masterplanning to increase efficiency in new builds

Challenges

Influencing behavioural change

Financial constraints

Provision of live environmental data

Target areas moved to other departments: Printing

ITS finance staff have been working with Procurement to have sustainable suppliers. This is followed up via project managers when looking to implement projects.

A training session has been provided by Helen Baker on procurement which included understanding the considerations ITS need to make from a sustainability perspective. Checklist developed for future purchases to achieve sustainability.

We have been supporting the Master plan team in making the IT infrastructure as efficient as possible within new building and projects. Currently working on FBL building, Northavon House and Bower Ashton with involvement through our Strategic Business Partner and Client Facing staff.

The implementation of the upgrade to the Verdiem Software to shutdown equipment that is not in use overnight has been rolled out University wide. The aim being to reduce costs as well as reduce the energy wastage from equipment being on standby.

Reducing the amount of printing is influenced by the requirement to print. Promoting the use of Laptops and Tablet PCs, collaboration tools, and online meeting facilities will help reduce reliance on printed materials

Challenges and barriers faced during implementation

A major challenge to implementing the most efficient and sustainable solutions for both the comms rooms and data centres is cost. IT Services have been working with the Energy Team to select the best possible solutions for the available budget.

As a service, it has been difficult to show how IT can influence behavioural change and provide evidence for live environmental data. Printing has been a target that has not been a part of IT for a while the target would be much better placed in Facilities

It would be better if the above target was replaced with 'Support the University to implement systems that enable staff to change behaviour to be more sustainable. E.g. Verdiem to power off PC's when not in use during the evening'. Ensure when buying equipment sustainability is a factor e.g. new mini PC's are energy efficient. Panopto Event Capture System making lectures and taught materials easier to access.

A move to providing laptops and docking stations or mini PCs rather than traditional desktop PCs, will reduce energy consumption considerably. Traditional desktop computers often include power supplies with maximum capabilities far beyond its system needs at 300 watts or higher, whereas laptops and mini PCs contain smaller PSUs between 30 and 90 watts. As an added bonus, laptops are an additional 20 percent more power efficient when running on AC adapter power over battery power.

A move to laptops and tablet PCs would provide added flexibility, with staff able to take their device with them to meetings and other locations including home, rather than printing documents and requiring a desktop PC wherever they work.

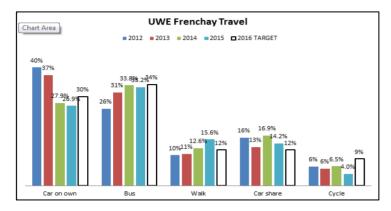
Reducing the amount of printing is influenced by the requirement to print. Promoting the use of Laptops and Tablet PCs, collaboration tools, and online meeting facilities will help reduce reliance on printed materials

- The consolidation and rationalisation of systems will reduce the number of physical servers requiring power and cooling. The move to an enterprise architecture will further reduce the numbers of disparate solutions and associated hardware requirements.
- Implementing a cloud strategy: ITS is utilising Cloud technology with the implementation of Microsoft Office 365 and OneDrive. Software as a Service (SaaS) solutions are in the process of being implemented for IT Services' new Service Management toolset and HR Online. Utilising Cloud and Off-Premise solutions shifts the carbon footprint away from the University and to the service provider, but most providers have the infrastructure and economies of scale to be able to offset this more effectively. Future utilisation of Cloud and SaaS are being considered for the Content Management System and the Student Information System.
- A consideration in the short to medium term is that the University's carbon footprint will increase. Many of the services that are being moved to the Cloud have been hosted in the University's data centres. Until the hosts within the University's data centres are decommissioned, both the University and the Service Providers are running hosts which in turn consume energy.
- Reducing Packaging: ITS has agreements in place with some suppliers to deliver
 products unboxed in an attempt to reduce the amount of packaging and waste that
 the University has to manage. ITS Sustainability Group will be working to expand
 this practice to other suppliers when purchasing new equipment and looking to
 work with Procurement to reduce delivery of EU plugs.
- Promoting Sustainable Solutions: Investment in Skype for Business and
 Unified Communication to reduce the need to travel for staff and suppliers.
 Panopto event capture system will provide students with access to lectures and
 taught material, making distance learning more accessible. Improving remote
 access solutions for staff and students, making working from home or remotely
 more reliable and consistent. Utilising collaboration tools such as SharePoint, Office
 365 and the Intranet to reduce the need to print documents.
- Promote the purchase of laptops and tablet PCs that enables staff to work more
 flexibly, decreases power consumption and again reduces the amount of printing;
 staff being able to take their device to meetings rather than printed documents.
- Exploring free cooling solutions where possible for new and existing comms rooms.
 Where air conditioning is in place, introducing PIR sensors to reduce the temperature only when staff are working in the rooms.

Smarter Travel

Targets and monitoring as part of the 2012-2016 travel plan are based on the annual Frenchay Campus cordon count. Data for Glenside and the City Campus has been excluded as the data is not as robust.

All targets have been met or are on track except for cycling. As the cordon count is conducted on a single day at the end of November (largely to give an understanding of our peak car park demand), results for walking and cycling in particular can be quite weather dependent.



The annual staff survey (an online survey rather than cordon count) shows similar results, albeit with an increase in the cycle rate from 15% to 23%. Ongoing cycle counts also appear to indicate a steadily increasing amount of cycling to campus year on year.

The stand-out result over this period is the significant reduction in the number of single occupancy car trips to campus. This equates to a reduction of around 900 cars which is the equivalent of around 4.5 miles of standing traffic*. This reduction was also instrumental in enabling the sale of car park 20, supporting further campus development.

*assuming 2 metres between cars

The University cycle loan scheme was launched for students initially in October 2015, with a fleet of 75 bicycles. The bikes are available for annual loan for just £50, come equipped with a solid lock, lights, discounted helmet, full maintenance and the offer of free cycle training. The bikes were oversubscribed, helping to justify expanding the scheme for 2016.

Summary

Awarded Travelwest Employer of the year award 2015



Success of the cycle loan scheme for students

Reduction in single occupancy travel of an estimated 900 cars

Continued co-operation with external parties i.e. Metrobus and travel network groups

Continued support and input to Campus development

Challenges

Disruption caused by ongoing external roadworks

Loss and relocation of campus parking

Less influence and control over bus travel

To highlight the work the team has put into the infrastructure and communications of change in regards to travelling to and from the University and meeting its targets, we were awarded the Travelwest best workplace award 2015.

Challenges and barriers faced during implementation

Huge city wide roadwork disruption and congestion has contributed to increased journey times for car and bus users. Although anecdotally this seems to be boosting the walking and cycling rates, it is leading to some dissatisfaction of journeys to campus, a core element of our service provision alongside sustainability.

Due to the relocation of student parking onto campus, a huge amount of time and resource from the team has been dedicated to delivering the change, operation and enforcement. Removing the subsidy for bus routes has reduced our ability to influence the location of where buses operate. Although we have as many buses and bus routes serving Frenchay and Bower Ashton as ever before, we are missing direct services to places such as Bradley Stoke and North-West Bristol.

We are in ongoing dialogue with the local authorities to minimise roadwork disruption, and communicating this with our staff and students. However, many of the works will be providing positive improvements to the travel network including Metrobus links. We have and will continue to bring in appropriate external support and we are supplementing lost income through increased enforcement activity and successful ongoing application of grant funding.





- Conducting the first baseline student travel survey, and continue ongoing monitoring and evaluation
- Progressing campus improvements such as cycling greenways and improvements to cycle and motorcycle facilities.
- Improving the layout and safety of key junctions and entrance points on campus
- Progressing the project for expansion of the bus station and installation of an electric charging hub
- Launch of a new staff focused sustainable travel engagement campaign and ongoing student engagement.
- Expansion of the cycle loan scheme for students

Biodiversity

Caring for biodiversity makes UWE Bristol more sustainable and a better place to study, live and to work. The management of our estate for the benefit of wildlife encourages more people to use and appreciate these spaces, which in turn promotes healthier more active lifestyles. The design of new planting for the benefit of biodiversity is also an opportunity to increase our resilience to climate change.

We aim to deliver positive gains for biodiversity including measures to create, enhance and manage habitats, with improved access to campus green spaces.

Implementation

Projects, specifically UEZ have provided good examples of consultation between project planning and the grounds team. This has resulted in good opportunity to install 50m of native hedgerow along our western boundary with Hewlett Packard. The area is prepared and is due to be planted prior to end of December 2016. During this period, there has been no significant loss to our native hedgerows. This is a positive increase after the losses of onsite hedgerows in previous years due to large scale projects.

Chemical use on the site this year was reduced by efficient spraying in a more controlled manner, reducing the likelihood of poor timing or ineffective sprays. However further investment will be required to reduce chemical sprays on kerb edges and large open hard landscaped spaces.

Improved composting methods on site means green waste is now better sorted and mulch streams are managed to dispose better of pernicious weeds and produce a higher quality of garden mulch to reuse upon the sites.

A period of consolidation with refreshing taking place of two large planted herbaceous nectar rich beds. However new herbaceous planting at Glenside, two new planted beds at Frenchay, the use of nectar rich species as gap/replacement plants - as well as nectar rich planting delivered from some of the Projects – UEZ and Wallscourt phase 2 has produced an increase of more than 10%.

The production of our herbaceous plants from seed and cuttings on site has progressed well, we now have base line numbers of production should we wish to use this as a future progress target. The peat free mediums have been a success, producing strong plants with low failure rates.

Summary

Positive consultation with project teams

Reduction of chemical usage onsite

Improved processes: onsite production of plants and compost

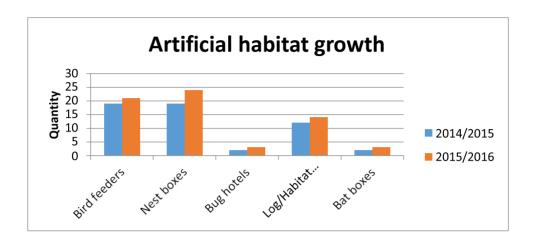
Increased data collection to monitor year on year progress

Challenges

Access restrictions and increase in campus users

Unforeseen impacts on the external environment

Building works and refurbishments postponing the Green Flag status application for Glenside Campus Progress was made in the identification of artificial habitat spots across Frenchay campus, additions have increased the diversity further. Planning has occurred to allow us to identify future nest box, bug hotel and habitat pile sites. Collaboration has also begun with Halley Nursery to assist with the installation of artificial habitats. Work has been undertaken at the ECC pond specifically the copse to increase biodiversity.



A significant increase of 270 square metres (excluding meadows) of wildflower planting has occurred across campuses bringing the total area to 700 square metres (excluding meadows). Including new sections around the Centre for Sport and astro pitch and beds to the west of Felixstowe court and the ECC car park. The newly sowed beds have been a great success, altering the time they were sown has resulted in flowering periods being extended.

We have increased the number of fruit trees significantly on site this year, working with the global "one tree per child" initiative. We now have a series of "mini orchards" on site, some linked with our wildflower planting. This is something we are keen to continue to develop.

Grass cutting management has improved during this season. Enabling different sections of the Frenchay campus to be cut in a more sustainable manner. This has led to mowing regimes being developed to ensure best cutting rotations for wildflower or orchid growth – particularly the Bee orchid communities

We have continued to develop the community garden and its use. The structure has progressed well, improved planting (including the introduction of Green manures) and better engagement with the SU Green Team, student volunteers and the Wellbeing service to develop strong links.





Challenges and barriers faced during implementation

The effects of large scale building projects, has resulted in a disjointed Campus at Frenchay, raising particular problems in managing the site as a single system due to:

- Access restrictions
- Impact issues regarding green spaces.

There has been extreme pressure on the external environment as a result of:

- More prevalent environmental impacts since the closure of Car park 20.
- The increase in numbers of campus users has a direct and indirect impact on the management of the site. Due to increase in waste and damage and the time taken to keep the site clean Considerably reducing the resources available for ecological improvements.
- There is an opportunity to work more effectively in designing and refurbishing
 external environments, to maintain and enhance outdoor spaces in line with the
 investments in our buildings and in line with staff and student expectation,
 biodiversity aims and general aesthetics.
- Green flag application was postponed due to lack of resources available to implement the application for Glenside and increased building works at Frenchay and city campus making Green flag status unlikely.

- Install a 'Rothamsted Light Trap' located at UWE.
- Introduce mechanical methods of weed control (Roadsweeper) to reduce chemical usage across areas of Frenchay campus and Glenside campus, to increase time available to achieve targets and objectives.
- Record the amount of fruit trees/ bushes across all campuses and investigate increasing this.
- Maintain the processing of our Green waste on site.
- Increase amount of herbaceous plants and herbs grown from seed.
- Continue the development of the Community garden with further engagement from Green Team and Wellbeing.
- Improve artificial habitat sites across Campus, with focus on improving this aspect at Glenside.
- Annual bedding reintroduced to campus in sustainable form.
- Native bulbs naturalised in greater numbers across Frenchay campus.
- Produce green flag application documents for Glenside

Sustainable Food in action

UWE Bristol Hospitality services provides catering for approximately 34,000 staff and students, as well as external organisations, through a range of catering facilities across our three campuses. Our aims are providing food which is local, seasonal, ethical organic, fresh and healthy. We inform and engage our students, staff and visitors in issues of food production and empower them to make sustainable food choices. We also offer a culturally sensitive and inclusive service for our customers. With this in mind, our overall vision is to provide a service where sustainability and wellbeing are fully embedded

Implementation

- By 2020 we will increase the provision of seasonal fruit and vegetables used and sold on campus. Our target will be 60% (2016 baseline −52%)
- By 2020 50% of our food (by value) will be sourced locally within the UK. (Our definition of 'local' is taken from the Soil Association Food for Life Accreditation)
- By 2020 we will build on current initiatives to increase vegetarian and vegan food consumption by a further 5%, thereby reduce meat consumption.
- All eggs used and sold in products on campus are currently free range. We will maintain this on an ongoing basis for the next four years until 2020.
- All milk sold and used at UWE Bristol is organic from our local dairy. We will maintain this on an ongoing basis for the next four years until 2020.
- All fish and shellfish served at all our outlets is currently MSC (Marine Stewardship Council) certified. We will maintain this on an ongoing basis for the next four years until 2020.
- To maintain our 2020 target, which is already reached by increasing our sales by 25 % (in value) of Fairtrade products (2012 base). We will review this annually as to what more we can do to increase this.
- To maintain our practice of providing tap water in machines and jugs in all outlets and to increase provision for water bottle filling to supplement machines elsewhere.
- To reduce food waste through the introduction of a system whereby we can measure the volume of food waste and adopt a waste minimisation food policy.

Food waste

The University is committed to both reducing the amount of food waste produced on campus and disposing of it in an environmentally responsible manner. Reducing the amount of food we waste reduces the carbon emissions associated with production, distribution, cooking and packaging, as well as those associated with its disposal. One of our key aims to ensure that all operational areas monitor and record food waste. This allows catering staff to modify orders in line with food waste quantities and to avoid repeat wastage. Any leftovers from the servery are used elsewhere, where possible, to be used as part of another menu.

Vegetarian and Vegan Food

Even though one of our actions is to increase vegetarian and vegan food consumption by a further 5%, we still think at we will encounter some challenges along the way. We promote our vegetarian food options more so during Big Green Week, this is still a tough task in getting more people to choose vegetarian/vegan over meat. We have considered meatless Mondays, which is an international campaign that encourages people not to eat meat on Mondays to improve their health. Educating our customers about other forms of protein can be difficult. We will find ways of promoting our food as being both healthy for the body and for the environment through means of more engagement campaigns and initiatives.

Soil Association – Carbon Trust

This year we thought that UWE Bristol Hospitality would benefit from a new initiative, with the aim of reducing our carbon footprint across the service. The Carbon Trust is an independent, expert partner of leading organisations around the world, helping them contribute to and benefit from a more sustainable future through carbon reduction, resource efficiency strategies and commercialising low carbon technologies. As we progress into 2017 we will be working closely with the sustainability and energy teams, who assist in providing facts and data required for our accreditation. This will be a big challenge, yet rewarding task for us, as we need to make a big cultural shift as to the way we think about what we do day to day.

Bristol European Green Capital 2015

In 2015 the city of Bristol was European Green Capital, the first UK city to achieve this honour (https://www.bristol2015.co.uk/). Given the ambitions and expectations of Strategy 2020 it was a natural fit for UWE to work closely with Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide Bristol City Council and others to take a leading role in supporting the bidding process for the award as part of the city wide https://www.bristol2015.co.uk/.

2015 provided opportunities to maximise student, staff and community involvement in sustainability and to promote our work to:

- Weave sustainability into our curriculum;
- Undertake more sustainability research;
- Create art and music about and for sustainability;
- Engage with local businesses;
- Support student-led projects; and,
- Celebrate, get people thinking and inspire action for sustainability



Implementation

Our campuses were buzzing in the Green Capital year. Social media channels were used extensively to connect students and staff and promote activities. Budget allocations encouraged engagement and innovative action from academic departments, professional services, the Centre for Performing Arts, the Students' Union and others, embracing research, teaching, music, work in schools, volunteering, internships and extra curricula activities. One of UWE's busiest thoroughfares was transformed into an outdoor art gallery for The Whole Earth? Exhibition. In summary during UWE's Green Capital, more than;

- 5,300 staff and students attended presentations/stalls specifically about Bristol Green Capital 2015 including 200 events either led, co-ordinated or facilitated by UWE;
- 3000 students engaged, volunteered, interned or undertook Green Capital projects;
- 600 students signed up to the <u>SU at UWE Green Team</u> starting 8 student-led sustainability projects;
- 7,000 people attended conferences, seminars and other externally facing events related to themes of Green Capital, either led, coordinated or facilitated by UWE;
- 300 performers and over 1300 students, staff and friends of UWE attended the Green and Pleasant Land Centre of Performing Arts Concert and UWE's Big Green Carol Service;
- 70 UWE researchers contributed to <u>Bristol Bright Night</u> which was attended by more than 2,300 people;
- <u>Bristol ParkHive</u> attracted more than 800 people to events and received more than 4000 images from more than 1300 unique site users of green spaces in Bristol to its online digital archive; and,
- More than 1,400 registrations were made from across the world during its first run of <u>Our Green City MOOC</u>, which showcased the themes of food, nature, energy, transport, resources and cities.

From November 2014 to June 2016 UWE, with the University of Bristol, led a HEFCE Catalyst Funded <u>Green Capital Student Capital</u> project. Headline outcomes of the project are outlined in the infographic above.

partnering with over 200 local organisations

From conservation....



...to creating local business plans

The bike pop-up project gave me confidence to go for it, a chance to experiment and see what sells. It gave me the belief to move to Bristol; I now sell three times as many bikes!

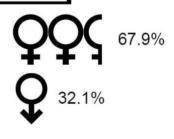


Students have been really valuable, and worked so hard. They added a vibrancy to what we're doing in the woodland; the problem was stopping them, not starting them!



STUDENT DEMOGRAPHICS



















UWE's activities to support Bristol Green Capital complemented those in and around the city and our commitment was recognised by key Green Capital players:

"Engaging young people is vital to our goals. I've been very impressed by UWE's wholehearted participation in the year."

Andrew Garrad (Chair of Bristol 2015)

"The work that UWE has done, through the sheer volunteering efforts, the promotion on the campus and the real presence in the city has been extraordinary this year" Gary Topp (Bristol Green Capital Development Director)

"The practical nature of so much of UWE's work has added huge value. The project has benefited hugely from UWE's support."

Katherine Symonds Moore (Project Manager of the Bristol Method)

Further recognition was given at the city's Green Volunteering awards with Leyth Hampshire (UWE's 2015 student Sustainability Officer) being awarded 'Spirit of 2015' and our staff/student 2015 team coming runners up in the 'Driving Force' category.

UWE's contribution to the year culminated in a celebration event on 9/2/16. Attendees reflected upon the year, shared memories and relived events through viewing the extensive digital imagery archive developed through the year. The message for 2016 is that 'It doesn't stop here' and the momentum of 2015 is being carried forward across Faculties, Services and The Students' Union at UWE.

We are proud of our actions during Bristol's year as European Green Capital, in particular the quantity and quality of contributions made by hundreds of staff and students and the outcomes of the HEFCE-funded Green Capital Student Capital project.



ISO14001 Environmental Management System

UWE Bristol started to align to BS:EN ISO 14001:2004 environmental management system in 2005/2006 with a conscious effort to gain certification from 2012/2013. Since this point we have received three certifications for ISO14001:2004.

The standard provides a framework to aid in developing and implementing policies, objectives and identifying significant aspects that impact on the organisations operations.

Implementation

Academic year 2015/2016 UWE Bristol received our third certification to the standard. The year's internal audit schedule consisted of seven departments which included:

- Printing and stationery
- IT services
- Sustainability
- Hospitality
- Accommodation services
- Cleaning services
- Faculty of Arts, Creative Industries and Education (ACE)

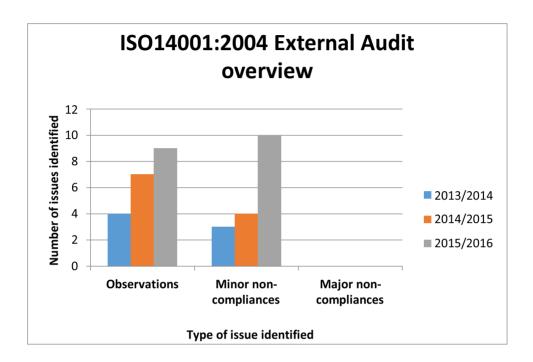
All areas were assessed as compliant with legal requirements and environmental obligations however awareness of the University's environmental policy by those who were audited was limited and many staff where unsure how it related to their role at UWE.

We received notification of 12 environmental incidents which were not reportable to the Environment agency or other governing bodies.

UWE Bristol have now commenced the transition towards the new 2015 version of the standard which puts more emphasis on risk and opportunity, senior management buy-in and the effect external factors could have on the organisation. Alongside this it is now a less document based system highlighting that environmental management should be embedded into the business.

Challenges and barriers faced during implementation

Consultation with our external auditing body to find a suitable replacement auditor.
As we felt our previous auditor was not providing the scrutiny we required to improve
our systems or understood the diversity of the organisation enough to provide a
thorough review. The effect a change of auditor had is shown below:



- The start of transition towards the new 2015 version of the standard commenced in October 2015
- Reduced resourcing due to team leave and Sustainability team restructure

- To develop and implement ISO14001:2015 Environmental Management system
- To align and embed environmental management into business objectives (Strategy 2020)
- To gain our first certification to ISO14001:2015 in July 2017
- To gain senior level commitment and understanding
- To embed aspect and impact identification into the UWE Risk management approach
- Build robust partnerships which other professional services, Faculties and interested parties
- Progress with the integration with ISO 50001: Energy management
- To promote the environmental work being conducted and how it relates to specific areas

RAG assessment of thematic areas within the Sustainability Plan

	TITLE	AIM	OVERALL RAG ASSESSMENT AGAINST 2020 TARGET 2014/2015	OVERALL RAG ASSESSMENT AGAINST 2020 TARGET 2015/2016
1	Health, wellbeing and community	UWE Bristol aims to provide a positive and enjoyable student, staff and visitor experience. It aims to enhance health and wellbeing for everyone by creating and promoting healthier working, learning and social environments	Green	Green
2	Engagement in the Sustainability journey	Central to this ethos of active citizenship, the opportunity to engage in sustainability issues is a key part of staff and student experience at the University. We will work to: develop opportunities, further embed good practice, raise awareness and develop the skills of staff and students with the aim of influencing their behaviour. We recognise that for those less actively engaged we will need a range of strategies, in particular ones which challenge routine habits and practices	Green	Green
3	Education for sustainable development	Ensuring a sustainability culture permeates our curriculum, research and the knowledge base of our staff and students	Green	Green
4	Sustainable procurement and ethical investment	To maximise the opportunity provided by procurement to improve the sustainability of the UWE Bristol supply chain and purchasing decisions	Green	Green
5	Energy/Carbon management	Continual reduction in the carbon footprint of the University in line with the carbon management plan	Amber	Green
6	Campus development	Sustainability will be included from the outset in all construction, refurbishment and landscaping projects utilising smart design, innovation and procurement to address all relevant aspects of sustainability described within this plan and in particular human and social impacts, climate change mitigation and adaptation	Amber	Green
7	Waste, emissions and discharges	To reduce the amount and hazardousness of waste, emissions and discharges (Change in scoring due to a decrease in recycling rates)	Green	Amber

8	Water	Reduce the use of supplied water	Red	Amber
	management			
9	Green IT and	Continually improve the sustainability of the IT infrastructure whilst maximising	Amber	Green
	enabling digital	the wider social and environmental benefits enabled by IT		
	media			
10	Smarter travel	To reduce single occupancy car journeys to the University, reduce carbon	Green	Green
		emissions associated with travel and increase the use of sustainable travel options		
11	Biodiversity	Deliver positive gains for biodiversity including measures to create, enhance and	Green	Green
		manage habitats, with improved access to campus green spaces		

Scoring matrix

Green	Progressing or maintaining progress towards 2020 targets
Amber	Implementation occurring but not on target or slippage from previous years
Red	No progress or implementation occurring to meet 2020 targets

Conclusion, recommendations and contacts

This annual sustainability report summarises the progress, implementation and challenges arising from each thematic area in academic year 2015/2016. The report fulfils the governance requirement for monitoring the sustainability performance against the targets set in the Sustainability plan 2013-2020. It also outlines the priority areas for academic year 2016/2017. The RAG assessment indicates progress is being maintained in the sustainability journey of UWE Bristol. Eleven of the themes are rated as Green with two identified as Amber. There are no themes in the Red assessment category.

In each theme of the Sustainability Plan the issue of collaboration and co-dependency with other themes and with professional services and academic departments within the University has become more important. Although this has happened every year it has become more prominent in 2015/2016.

A key challenge recurring from the report across the different thematic areas is change management, behaviour change and resourcing.

Recommendations

To use the findings of the report to inform the further development of the university's sustainable development engagement.

For the Sustainability Board to consider how best to support the thematic areas in addressing issues of change management, behaviour change and resourcing

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